

ARTICLE 14

REASSIGNMENT

Section 1.

The Employer shall have the right, consistent with the regulations of the Civil Service Commission, to reassign employees to duties within their rank for the operating needs of the Department.

Section 2.

Reassignments involving relocations of work location of more than fifteen (15) road miles shall be in accordance with Article 13, Transfers and Relocation, except for employees engaged in the cooperative force concepts. Cooperative Force Concepts are identified by their formal structure, by a written document establishing the concept, and by the existence of a multi-agency controlling board that oversees the operation of the concept.

Section 3.

Any employee reassigned shall be given a written explanation by his/her supervisor of the reason for the reassignment, upon the employee's request.

Section 4.

If any employee believes the reassignment is without reasonable explanation or no explanation is given, the employee may request a conference with the appropriate District or Division Commander for the purpose of ascertaining the propriety of the reassignment directive. If any Sergeant believes his/her reassignment was arbitrary, without reasonable explanation, or if no explanation was given, the Sergeant may, within 5 work days, appeal the reassignment to the Transfer Review Board. The Transfer Review Board may either affirm or rescind, but may not modify, the reassignment. The Transfer Review Board is the only appeal on the merits of a reassignment and their decision is not subject to appeal. However, other disputes arising from the implementation of this Article remain subject to the grievance procedure.

If there are no work sites within 15 miles, an employee can be reassigned to the employee's choice of any vacant position which the Employer intends to fill within 20 miles. If more than one employee selects the same vacant position, disputes will be resolved in favor of the senior employee(s).